

Quarterly Workforce Planning Coordinators Meeting

Slide 1 – Quarterly Workforce Planning Coordinators Meeting

Presented by the Statewide Workforce Planning Unit

Slide 2 – Objectives

Latest news from the Statewide Workforce Planning Unit

Welcome DOR's new workforce planning manager

Open discussions

Slide 3 – Announcements

Statewide Recruiter to join the Statewide Workforce Planning Unit

Rollout of Recruitment and Retention Program

New phone line

CalPERS tools on our website

Knowledge Transfer Webinar upcoming

Ways to get involved

Slide 4 – Hiring Statewide Recruiter

Slide 5 – What is the Recruitment and Retention Program (RRP)?

Oversees delivery, collection, and reporting of the Retention Strategy Survey (RSS) and the Employee Entrance Survey (EES).

Offers a statewide standard in compiling and reporting on factors effecting recruitment and retention within state agencies.

Slide 6 – RRP ensures an approach that:

Guarantees anonymity

Provides equal access

Utilizes concise reporting structure

Targets all critical mobility phases

Slide 7 – Employee Entrance Survey versus Retention Strategy Survey

The Employee Entrance Survey is:

- Voluntary, anonymous online survey for NEW State employees
- Share what brought them in and perceptions of hiring process
- Data helps improve recruitment strategies

The Retention Strategy Survey is:

- Voluntary, anonymous online survey for ALL exiting employees
- Share perceptions and reasons for leaving
- Data helps develop retention strategies

Slide 8 – Participating in the RRP

February 2014, RRP packet will be sent to all HR/Personnel chiefs and officers.

Will include the following:

- Recruitment and Retention Program Memo
- Hard Copy of EES and RSS surveys
- Sample report of EES and RSS surveys
- Employee postcard/flyer for EES and RSS surveys

Distribute postcard/flyer to employees

Slide 9 – Sharing Survey Results

Survey responses will be collected by the Statewide Workforce Planning Unit

Aggregate results will be shared with each department in a biannual report

Statewide trends will be shared online

Slide 10 – Questions about the Surveys?

Slide 11 – New Phone Line for the Statewide Workforce Planning Unit

Our unit's phone number is 916.322.0742

Slide 12 – CalPERS Tools Now Available Online

Tools referenced at Succession Planning workshop on January 8

Includes Executive Succession Planning and Informal Mentoring tools

Visit our website to download!

Slide 13 – Knowledge Transfer Webinar

Scheduled for April

Present practical strategies for all departments

Based on types of knowledge and classifications

Slide 14 – Get Involved!

Ways to get involved:

- Facilitate a meeting
- Present or co-teach a workshop/webinar
- Contribute to the upcoming online forum

Contact us if interested!

Slide 15 – Welcome Ceasor Dennis!

Ceasor Dennis is the new Workforce and Succession Planning Manager at the Department of Rehabilitation

Slide 16 – Open Discussion: Workforce Planning Data Collection and Tracking

Slide 17 – Open Discussion: Low or No Cost Workforce Planning Solutions for Small Departments

Slide 18 – Open Discussion: Strategies for Recruiting from Private Sector

Slide 19 – Open Discussion: Talent Management Systems

Slide 20 – Open Discussion: Other Questions or Topics

Slide 21 – Thank You for Attending!

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